

Disability Inclusion Policy

Preliminary information:

Type of Policy: Organisation	Core Value supported: We are Committed to Diversity. We Are Committed to The Most Vulnerable. We Value People
Leadership Owner: Chief Private Funding	Issue Date: May 2017
Frequency of review: every 2 years Last review date: May 2019 Next review deadline: October 2022	

Purpose of the Policy:

The purpose of this document is to outline World Vision Australia (WVA)'s commitment to protect, promote and uphold the human rights and fundamental freedoms of persons with disabilities in accordance with WVI Global Strategy (Our Promise 2030)¹ to reach the most vulnerable child, international law including the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD)² and domestic law in Australia. WVA's disability inclusion policy demonstrates this commitment and articulates how inclusion will be prioritised and operationalised across domestic and international programs, in initiatives that WVA supports, and in our workplace. WVA commits to ensuring all people, including persons with disabilities are equally able to access information and to decide to be a WVA supporter.

This policy applies to all personnel of WVA, including:

- its Board members,
- its employees (permanent, casual and contracted employees and volunteers), and
- its contractors and personnel of partner organisations.

Who the Policy applies to:

		Applicable?	Extent of application:
Our Board members (any person who is a member of our Board of Directors)		Yes	-
Our employees:	Permanent	Yes	-
	Casual	Yes	-
	Fixed term contract employees	Yes	-
	Secondees	Yes	-
Volunteers		Yes	-
Agency staff (eg. temporary staff assigned by an agency to WVA)		Yes	-
Consultants*, whether individuals or organisations (eg. evaluators)		Yes	-

¹ <https://www.wvi.org/our-promise>

² <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

Service or goods providers (that is, suppliers of goods or services to us), whether individuals or organisations* (eg. print and mailhouse service providers, professional advisors)	No	-
Our partner organisations* (eg. other NGOs)	Yes	-
Our supporters	No	
Other:		

*Also includes the people who work for them including any of their board member, employee, consultant, etc.

Authority and Responsibility for the Policy and the related Standards, Procedures & Guidelines:

The Senior Leader listed as the **Leadership Owner** of the Policy has:

- the overall responsibility for the Policy including that those listed in the table below exercise their responsibilities and authorities as set out below; and
- the particular responsibility of ensuring that the Policy is reviewed according to the frequency and by the deadline applicable.

The following table sets out for the actions listed, those:

- with the responsibility to *recommend* the action (including to report about an incident in the case of incidents);
- who are to be *consulted* about the action;
- those who have the authority to *decide* (including approve) the action; and
- those with the responsibility and authority to *perform* (which means taking all actions necessary) for the action overall.

	Implementing the Policy and the related standards, procedures and guidelines:	Amending the Policy:	Amending the related standards, procedures and guidelines:	Responding to and dealing with incidents (including non-compliance):
Recommend	Not applicable	Anyone	Anyone	Anyone
Consult	Company Secretary , Disability Advisor	Chief Private Funding Officer, Disability Advisor	Chief Private Funding Officer, Disability Advisor	Chief Private Funding Officer, Disability Advisor
Decide*	Chief Private Funding Officer	Board	Chief Private Funding Officer	Chief Private Funding Officer
Perform	Chief Private Funding Officer	Chief Private Funding Officer	Chief Private Funding Officer	Chief Private Funding Officer

* Where the Policy is a Board policy, any amendments to the Policy must be considered and approved by the Board. Please liaise with the Company Secretary in relation to the process to be taken for this.

The Policy:

WVA is committed through this policy to supporting WVI's 2004 Triennial Council resolution

integrating disability into existing policies, the International Convention on the Rights of Persons with Disabilities, the Australian Human Rights Act and the Victorian Charter on Human Rights. WVA is committed to supporting the intentional inclusion of, and the full, equitable and meaningful participation of persons with disabilities in our organisation, in the programs and initiatives we support, and as WVA supporters.

As part of WV, we join with all WV offices' vision of "life in all its fullness for every child". Building on the foundations developed at WVI in Our Promise II and in alignment to WVI Policy and Guidance, WVA is committed to including children with disabilities, as they are more likely than those without disabilities to be among the most vulnerable children in the world. We believe that any aspiration or outcome we have for the wellbeing of children is for all children, including those with disability.

As a Christian organisation, inclusion and equity for persons with disabilities is central to our Christian witness. WV's core values affirm God's love for all people without discrimination and commit us to act in ways that respect the dignity, uniqueness and intrinsic worth of every person through all our ministries and programming activities.

- WVA is committed to and fully supports disability inclusion in all operational areas of the organisation as expressed by the WVI Strategic Guidance for Disability Inclusion (2014).
- WVA endorses the UN Convention on the Rights of Persons with Disabilities. We recognise that all adults and children, including those with disabilities, have the same and equal rights and value. Consistent with the spirit of the internationally recognised maxim 'Nothing About Us Without Us', we believe that the views, concerns, experiences and contributions of people living with disabilities should be taken into consideration in all matters, particularly those matters that directly or indirectly involve them or are of their concern.
- WVA also understands that the most significant cause of disability is attitudinal, environmental and institutional barriers (including stigma and discrimination) rather than individual impairment.
- WVA promotes a twin track approach to disability inclusion in programming to ensure persons with disabilities are equally able to participate in and benefit from our development programs. We recognise that a twin track approach supports awareness, active participation, empowerment and comprehensive accessibility (attitudes, communication, accessibility and participation) as core principles of a rights-based approach to disability-inclusive development.
- WVA recognises that persons with disabilities experience multiple and intersecting forms of discrimination such as those associated with gender-related discrimination, WVA adopts an intersection approach that promotes gender equality and disability inclusion with the same intentional effort.
- In recognising that the rights of persons with disabilities can be hindered by attitudinal, institutional or environmental barriers that exist in society, we support twin track programs and initiatives that empower all community members, including those with disabilities, and transform negative social norms and practices. We advocate partnership with organisations, in particular Disabled People's Organisations (DPOs), and relevant authorities to raise awareness about the needs and capabilities of people living with disabilities and work together to remove barriers and obstacles to their full, equal, equitable and meaningful participation, empowerment and benefit from humanitarian assistance and development programmes.

To implement the Disability Inclusion Policy, World Vision Australia commits to:

- Ensure an inclusive, accessible and safe work environment for all employees, volunteers and collaborators. Intentional efforts will be made to provide reasonable accommodations to ensure workplace accessibility and equal opportunity to our premises, equipment or facilities, and perform the requirements of the assigned job or task.
- Ensure an environment for employees, volunteers or employment applicants that is free of discrimination in relation to all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and

healthy working conditions.

- Address, analyse and remove barriers to disability inclusion and provide comprehensive accessibility in all programs using the most vulnerable lens and applying twin track approach to inclusion.
- Promoting full, equitable and meaningful participation of persons with disabilities in the design, implementation, monitoring and evaluation of programs and projects, to help ensure equitable benefits to persons with disabilities;
- Include persons with disabilities and their representative organisations, DPOs, at the core of programming with full, equal and meaningful participation through the design, monitoring and evaluation of programs and projects.
- Engage and partner with representative community-based national and international Disabled People's Organisations (DPOs) to promote disability awareness and empowerment, and to advocate for the rights of persons with disability.
- Promote proportional representation of community members with disabilities in surveys and research, including promoting the disaggregation of data and/or situations into component parts, specifically for the population of community members with disabilities, to enable WV programs to address barriers to access rights and services.
- Conduct a self-assessment every two years to evaluate the fulfilment of our disability inclusion commitment and to develop, implement and review the standards, guidelines and practices that support this policy.

Standards, Procedures & Guidelines related to the Policy:

Alignment to Partnership Policy

In 2004, World Vision International (WVI) embarked on a journey towards inclusive programming. WVI's Triennial Council Resolution recognised disability as a cross-cutting issue and recommended that World Vision (WV) 'integrates disability awareness into existing policies. Disability inclusion was therefore mandated as a Cross Cutting Theme in all projects funded by WVA and has been included in programming templates since that time.

In September 2009, the WVI Board approved the *Partnership Policy on the Well-being of Children*, which applied to all WV offices such as WVA. It included the following on disability inclusion:

The rights of persons with disabilities may be violated by attitudinal, institutional or environmental barriers that exist in society. We recognise God-given abilities, rather than focusing on individuals' impairments or functional limitations. We work to enable people to be treated with dignity, not pre-judged or portrayed as victims, incompetent, or in need of medical care. Language and images used in communications and in the words, actions and attitudes of World Vision staff uphold the dignity of disabled people. Decisions, principles and goals set for World Vision's programmes and projects apply to adults and children with or without disabilities. Management shall establish Partnership standards for inclusion of persons with disabilities. (*Partnership Policy on the Well-being of Children*. In 2009, WVI's Disability Inclusion Community of Practice (CoP), with WVA represented at the leadership group level, led the development of Partnership wide disability guidance. Three key pieces of guidance were issued for all World Vision offices, including WVA.

- *Guidelines on Inclusion of Persons with Disabilities (2012)*. These guidelines refer to the UN Convention on the Rights of Persons with Disabilities and note WV's intentional alignment. The guidelines provided definitions, principles and programming guidance for all WV offices.
- *Disability Mainstreaming DADD (DO – Assure – Don't Do) Guidelines*, issued in March 2012, provided minimum standards for disability inclusion in all programs.
 "Strategic Guidance for Disability Inclusion" (2014) - The guidelines provided definitions, principles and programming guidance for all WV offices.
- *"WVI Transformational Development Policy"* (2017) - Provides policy on working with most vulnerable children, including children with disabilities. Section 3a explicitly adds disability as a fifth

dimension of child vulnerability, and affirmed in the definition of the most vulnerable children at the end of the policy.

Key Reference Documents

Guidelines on Inclusion of Persons with Disabilities, December 2011.

[https://www.wvcentral.org/community/disability/Documents/Guidelines,%20Policies%20and%20Manuals%20\(WV\)/Guidelines%20on%20Inclusion%20of%20Persons%20with%20Disabilities.pdf](https://www.wvcentral.org/community/disability/Documents/Guidelines,%20Policies%20and%20Manuals%20(WV)/Guidelines%20on%20Inclusion%20of%20Persons%20with%20Disabilities.pdf)

Disability Mainstreaming DADD (DO – Assure – Don’t Do), March 2012.

[https://www.wvcentral.org/community/disability/Documents/Guidelines,%20Policies%20and%20Manuals%20\(WV\)/Disability%20DADD%20-%20March%202012.pdf](https://www.wvcentral.org/community/disability/Documents/Guidelines,%20Policies%20and%20Manuals%20(WV)/Disability%20DADD%20-%20March%202012.pdf)

Strategic Guidance for Disability Inclusion, January 2014

[https://www.wvcentral.org/community/disability/Documents/Guidelines,%20Policies%20and%20Manuals%20\(WV\)/Disability%20CoP%20Strategic%20Guidance%20for%20Disability%20Inclusion.pdf](https://www.wvcentral.org/community/disability/Documents/Guidelines,%20Policies%20and%20Manuals%20(WV)/Disability%20CoP%20Strategic%20Guidance%20for%20Disability%20Inclusion.pdf)

Traveling together: How to include disabled people on the main road of development, 2010.

[https://www.wvcentral.org/community/disability/Documents/Guidelines,%20Policies%20and%20Manuals%20\(WV\)/Travelling_together\[1\].pdf](https://www.wvcentral.org/community/disability/Documents/Guidelines,%20Policies%20and%20Manuals%20(WV)/Travelling_together[1].pdf)

WVI Transformational Development Policy (which includes disability) revised November 2017 United Nations Convention on the Rights of Persons with Disabilities:

<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

Australian Department of Foreign Affairs: Disability Inclusion Guidance Note: <https://dfat.gov.au/about-us/publications/Documents/disability-inclusive-development-guidance-note.pdf>

Tools related to the Policy:

WVA ANCP Guidelines (including disability inclusion guidance notes, templates and checklists)–

https://www.wvcentral.org/Grants/Pages/ANCP_Grant.asp

Disability Inclusive Development 4 all - <https://www.did4all.com.au/>

International disability and development consortium (IDDC)- <https://iddcconsortium.net/resources-tools>, including Disability Inclusion Toolkit for development organisations

Washington Group Questions used to identify persons with different types of disabilities for the purposes of census statistics: <http://www.washingtongroup-disability.com/>

Motivation International USA <https://www.miusa.org/resources>

CBM- <https://www.cbm.org/Publications-252011.php>

Related Policies:

WVA Fair Treatment Policy (2016)

WVA Conduct Policy (2016)

WVA Recruitment Policy (2016)

WVI Partnership Policy on the Wellbeing of Children

WVA Gender policy

Revision History

Revision History:				
Revision Date:	Revision no:	Summary description of revision(s) made:	Section(s) changed:	Approved by:

April 2017	1	Drafting of WVA policy, in alignment with existing WVI Disability Inclusion policy	New draft	Board
March 2019	2	Review of existing policy	Revised policy to be more nuanced, accurate and intentional	No
October 2020	2	Review of existing policy	Strengthen commitment to UNCRDP and SDGs, language and intentionality	